

# General Classified Pay Plan

(282 classifications)

Classifications assigned to this plan are those that do not fall within the definition or parameters established for any of the other plans. This plan is a hybrid model with movement based on steps up to market and an open range, regulated through the use of zones, beyond market. Pay ranges will be based on a market target and the minimum of pay ranges (or hiring rate) will be 85% of that target with the maximum of the range being 115%. Employees in positions that are FLSA exempt will have a maximum of 120%.

